

April 15, 2011

Jeff Welch
President, San Jose Fire Fighters
San Jose Fire Fighters, Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

Dear Jeff:

Thank you very much for your letter dated April 14, 2011, regarding the San Jose Fire Fighters willingness to begin discussions per the Retirement Reform Side Letter at any time that is convenient for the City.

We sincerely appreciate the San Jose Fire Fighters' interest in beginning discussions as soon as possible. As you may know, the City Council has directed the City Manager to develop a five year plan for cost reductions. A major part of this plan is retirement reform. Once that plan is submitted to the City Council and heard as part of the budget process, we would like to meet with the San Jose Fire Fighters. We will be in contact with you after that occurs.

Sincerely,



Alex Gurza
Director of Employee Relations